

Dr Sundab

CONFIDENTIAL
Not for publication

route de Ferney 150
1211 Geneva 20

MINUTES
OF THE
MEETING OF THE EXECUTIVE COMMITTEE
OF THE
WORLD COUNCIL OF CHURCHES

13-15 January, 1987

Meeting held at
John Knox Centre
Geneva, Switzerland

TABLE OF CONTENTS

1.	OPENING ACTIONS	1
	A. Introduction and worship	1
	B. Roll call	1
	C. Minutes	1
	D. Adoption of agenda and timetable	1
2.	REPORT OF THE GENERAL SECRETARY	1
3.	REPORT OF THE MODERATOR TO CENTRAL COMMITTEE	3
4.	PRELIMINARY REPORT OF THE MODERATOR OF THE FINANCE COMMITTEE	3
5.	PRESENTATION OF MATTERS FOR SUB-COMMITTEE WORK	5
	A. Programme Sub-committee	5
	B. Staffing and Nominations Sub-committee	6
	C. Finance Sub-committee	6
6.	REVIEW OF CENTRAL COMMITTEE PROGRAMME	7
7.	PUBLIC ISSUES	7
8.	PROCEDURES FOR THE ELECTION OF THE GENERAL SECRETARY OF THE WORLD COUNCIL OF CHURCHES	8
9.	REPORT OF THE PROGRAMME SUB-COMMITTEE	8
	A. Seventh Assembly	8
	B. JPIC process	11
	C. Ecumenical Decade of Solidarity with Women	11
	D. Roman Catholic relations	11
	E. Programme to Combat Racism	11
	F. World Consultation on Resource Sharing	12
	G. Adult Basic Education	12
	H. Christian-Marxist relations	12
10.	REPORT OF THE FINANCE SUB-COMMITTEE	13
11.	STAFFING MATTERS	20
	A. Procedures for the renewal/non-renewal of contracts	20
	B. Maximum Years of Service Rule	21

12.	REPORT OF THE NOMINATIONS SUB-COMMITTEE	22
A.	Public Issues Committee	22
B.	Central Committee membership	22
C.	Visser 't Hooft Endowment Board	23
D.	Assembly Planning Committee (APC)	23
E.	Membership of Commissions and Working Groups ..	24
F.	Application for affiliation	24
G.	Appointment of Executive Committee	24
13.	EVALUATION OF THE EXECUTIVE COMMITTEE MEETING	24
14.	FUTURE MEETINGS	24

APPENDICES

I.	Attendance	25
II.	Membership of sub-committees	27
III.	Proposed procedures to elect the General Secretary of the WCC: Rationale for presentation of one or of two nominees	28
IV.	Criteria for allocation of undesignated funds by Central Committee	29
V.	Procedures for the renewal/non-renewal of contracts	30

WORLD COUNCIL OF CHURCHES
EXECUTIVE COMMITTEE MEETING

Geneva, Switzerland
13-15 January, 1987

1. OPENING ACTIONS

A. Introduction and worship

The meeting convened at 8.30 a.m. on Tuesday, 13 January, 1987 at the John Knox Centre.

Opening worship was led by Dr Love. Worship on subsequent mornings was led by Archbishop Kirill and Mr Faa'alo.

B. Roll call

The General Secretary called the roll of those attending and presented apologies from Dame Nita Barrow, Metropolitan Gregorios, Archbishop Makhulu, Metropolitan Chrysostomos of Myra and Ms Abayasekera.

C. Minutes

The minutes of the meeting held in Reykjavik, Iceland, 15-19 September 1986 had been previously circulated.

Page 40, 4th line from bottom: Archbishop Kirill asked that the following sentences be added to his comment on the meeting in Kinshasa: "Archbishop Kirill underlined the very positive nature of the discussions on most of the questions at this meeting, especially those of staffing and nominations. He said in particular that these debates were characterized by open and mutual trust, and by a high level of cooperation between the staff and the Executive Committee members."

Page 41: The dates of the Executive Committee meeting in Atlanta should be: 18-27 September 1987.

With these amendments, the minutes were confirmed.

D. Adoption of agenda and timetable

The General Secretary presented the agenda and timetable, which were adopted.

2. REPORT OF THE GENERAL SECRETARY

The General Secretary said he would not report on the deaths of ecumenical leaders which had taken place since the last meeting because this would be included in the Moderator's report.

He referred to the request of the Executive Committee in Reykjavik that a statement or appeal on disarmament be prepared. New developments which had taken place around the summit meeting, which had also been held in Reykjavik shortly after the

Executive meeting, had suggested the wisdom of waiting until January 1987 when the Central Committee could make a statement which would carry more weight than one made by the General Secretary alone.

Dr Castro said that he and a number of staff had attended the Ecumenical Forum in Cleveland, USA, 2-4 October, at which some 600 persons had discussed a wide range of ecumenical concerns. The general theme was "Embrace the world". He felt this event could provide a model for exposing church leadership at different levels to the work of the WCC.

The General Secretary spoke of his visits since the last Executive Committee meeting to Finland, the German Democratic Republic and the UK. He mentioned particularly the British Council of Churches' Assembly and his discussions with the British Foreign Secretary about the Malvinas/Falklands issue, relationships to South Africa and the difficult question of the ecumenical stance in regard to AIDS.

The General Secretary then outlined some of the activities within the Council. He referred particularly to the 40th anniversary of CCIA, celebrated by a special consultation on "Militarism and the arms race in the context of the struggle for justice", a subject which had also been discussed in the Commission meeting which followed. On 20-24 October, a consultation of NCC representatives had been attended by some 120 people from more than 70 councils, including 30 which have full Roman Catholic participation. He also mentioned various contacts with the regional ecumenical organizations. The World Consultation on Inter-Church Aid, Refugee and World Service, Diakonia 2000, held in Larnaca, Cyprus, 19-26 November, would have important consequences. The first meeting of the JPIC Advisory Group and a Consultation on Covenanting had taken place in Glion, 7-15 November. The General Secretary referred to the critical question of the relationship of the Roman Catholic Church, with its different style of decision-making, to the JPIC process.

Dr Castro spoke of the Day of Prayer for Peace in Assisi, 27 October, which had been attended by three WCC Presidents and himself. He said that his next official trip would be to China in March. He also referred to a planned meeting in May with representatives of liberation movements and church leaders in Southern Africa and Western countries. Christian-Marxist dialogue issues were assuming greater importance and it was suggested that some experimental dialogues might be held within the CCPD programme on ideologies. There was wide discussion of the meaning of vital and coherent theology. Following the visit and report of Prof. Miguez-Bonino, Metropolitan Gregorios had also spent time with staff in Geneva and had led Bible studies during the Week of Meetings and given a lecture on hermeneutics. "The Ecumenical Review" was an instrument to highlight theological discussion in the Council.

In the discussion, Dr McCloud raised the question of the uncertainty of the WCC's relationship with the Roman Catholic Church on JPIC. Dr Bührig said that at Assisi it appeared that the WCC had a similar status to that of the Christian World Communion, whereas it represented its member churches. She asked

whether, following the visits of Prof. Miguez-Bonino and Metropolitan Gregorios, a woman theologian might be invited to a future Week of Meetings. Bishop Toth spoke of the value of Christian-Marxist dialogue from the point of view of East European churches. He also asked how the US churches were reacting to the moral crisis in their own country.

In reply the General Secretary suggested that the significant question about Assisi was not how the Roman Catholic Church understood the WCC but how the member churches did.

3. REPORT OF THE MODERATOR TO CENTRAL COMMITTEE

The Moderator spoke of his visit to Indonesia where he had represented the WCC at the 125th anniversary celebrations of the Batak Protestant Christian Church. He felt the WCC should give more serious attention to Indonesia than it had in the past. Dr Nababan expressed the appreciation of his church for the Moderator's presence on this occasion.

The Moderator then outlined the report he proposed to present to the Central Committee on behalf of the Executive Committee. The report would highlight some of the main aspects of the programme and show where the Council was at this halfway stage between the Vancouver and Canberra Assemblies.

In discussion, various suggestions for additions to the report were made. Dr Nababan hoped that the Moderator would include some indication about the political, economic and cultural state of the world so that the struggles and witness of the churches might be seen in that context. Bishop Toth stressed the fact that the WCC needed to face the different ways in which Protestants, Roman Catholics and Orthodox speak of unity. Bishop Hempel referred to the difficulty of coming to a common understanding of vital and coherent theology and especially what it means in the WCC. Ms Kaddu was concerned that the Moderator had not made more reference to the role of young people in the church and the WCC. Metropolitan Antonie said the Council should clarify its attitude to the disease AIDS, in particular whether it was to be treated simply as an illness or as basically a moral problem. Patriarch Ignatios spoke about the understanding at the different WCC Assemblies of the issue of unity. Mr Voksoe asked whether the 1990 convocation on JPIC would be the conclusion of a study or the first step in a process.

The Moderator thanked members for their comments and said he would try to respond to them in his report. In reply to Patriarch Ignatios, he suggested that the WCC needed to re-study the Toronto statement on relationships and come to a more committed fellowship among the churches.

4. PRELIMINARY REPORT OF THE MODERATOR OF THE FINANCE COMMITTEE

Dr McCloud presented the report as follows:

We are meeting before year-end financial figures are available, keeping in doubt the implications of the major international

currency fluctuations which again characterized the year, especially the US dollar.

But provisional figures indicate that in 1986, for the fifth consecutive year, the WCC's overall income will match expenditures. However, this global result subsumes difficulties in some areas of the Council's activities, where it has been necessary to draw down on reserves to cover authorized expenditure.

The general balance of income and expenses is due to continued efforts by member churches and other donors in support of the international ecumenical community, to forward sale of US dollars when the high rate of that currency versus the Swiss franc was still prevailing at the end of 1985, and finally to budget underspending.

Expenses against budget will total approximately Sfr. 37.75 million (5 percent below budget). In addition, the Council will have been responsible for handling well over US\$ 45 million for emergency, relief, development and inter-church aid work around the world.

Giving in original currencies continued to rise in 1986, but exchange fluctuations have affected the Council's actual receipts in Swiss francs downward.

With approximately 30 percent of WCC's income given by donors of several countries in US dollars, the drop of that currency since 1985 would have depressed total receipts significantly if it had not been possible to compensate to a large extent by protective financial measures. The dollar has continued to drop and is not expected to rise in the coming year. Protective measures such as options and forward sales are no longer applicable, so that negative repercussions of the decline of the dollar will be felt fully in 1987.

This is a matter of serious concern, and we may have to interrupt a number of important activities if the churches and their agencies do not significantly increase their support to the WCC very quickly to compensate for this loss.

In recent years, lack of funds particularly affected programmes still dependent on undesignated income, such as Faith and Order, Dialogue, Church and Society, Renewal and Congregational Life, and Youth, and still does. But in 1987, other sub-units like CWME, CCPD, CICARWS and PTE, which were traditionally well-funded through designated funding, are either drawing down or depleting their reserves, and therefore are sailing toward turbulent waters.

It is in this context that the World Consultation on Resource Sharing will take place in October 1987, for which special funding is required. Special funding will also be needed for the programme on Justice, Peace and the Integrity of Creation (JPIC) which will be in its first full year of operation.

The total staff of the Council is smaller than it was ten years ago, so that possible further staff reductions seem unlikely in view of the increased work load entrusted to the WCC by its constituency. The inflation rate has dropped in Switzerland, as

it has in many other countries, to very low levels so that inflationary pressures are not expected to be high in the coming period.

But the Council's ability to continue to provide services of the kind and quality expected by the constituency depends on the means put at the Council's disposal by the churches and by other donors.

During this meeting, the Finance Sub-committee will be considering the effect of the 1986 financial results on the 1987 budget, as well as a preliminary budget for 1988. It will also be studying procedures for the allocation of interest earnings made on general funds of the Council, a proposal for the establishment of a Visser 't Hooft Endowment Fund, additional criteria for the use of banks by the WCC in relation to South Africa, and the annual reporting of alternative contributions. Finally it will receive information on special funding, the acceptance of government funding, and on the expansion of the Ecumenical Centre.

A full report will be brought to this Executive on the above matters before the end of the meeting.

5. PRESENTATION OF MATTERS FOR SUB-COMMITTEE WORK

A. Programme Sub-committee

Ms Sovik introduced a paper on Justice, Peace and the Integrity of Creation (JPIC) and the WCC Seventh Assembly, setting out the recommendations of the JPIC Advisory Group regarding the proposal to hold the world conference on JPIC "in conjunction with" the Assembly. The Advisory Group proposed that the Central Committee invite the Roman Catholic Church (RCC) and non-member churches to join the WCC in forming a body to be responsible for the "convocation" and its agenda. This body would have to be fully involved in deciding on the date and venue of the convocation. Archbishop Kirill said that while it was clear that JPIC was an important concern of the WCC, its influence on the Assembly should not distort the Council's first concern for the unity of the church.

Mr Perkins introduced a document on the Seventh Assembly which would be considered by each of the Unit Committees and particularly the Committee on the General Secretariat which would report to the Central Committee. It included proposals about the dates and size of the Assembly and reflections and questions about its theme and style in order to provoke discussion in Central Committee about the nature of the Assembly. The Programme Sub-committee was asked to give particular attention to the proposed schedule of preparations.

The General Secretary asked the Sub-committee to discuss ways in which relations with the RCC should be handled, including the proposal of Mr Maury at the Reykjavik meeting that a permanent staff member be appointed for Roman Catholic relations. Such an appointment would need to be discussed by Central Committee both with regard to funding and its priority. A telex message from Mr Maury about WCC/RCC relations was circulated.

Archbishop Kirill voiced hesitations about appointing someone for contacts with the RCC when the Sixth Assembly's proposal to appoint an Assistant General Secretary for Relationships had been dropped. Ms Skuse spoke of the need to strengthen WCC participation in the Joint Working Group and asked whether it would be possible for the General Secretary to attend some of its meetings.

The General Secretary indicated that various documents mentioned above, together with those on the World Consultation on Resource Sharing, Adult Basic Education, and Christian-Marxist dialogue would be referred to the Programme Sub-committee. Dr Wilson asked that the Sub-committee also discuss the proposal going to Central Committee from the Sub-unit on Women for an Ecumenical Decade of Solidarity with Women.

In addition to the programme matters presented for discussion and decision, a document on ecumenical visits to churches was circulated for information.

B. Staffing and Nominations Sub-committee

The General Secretary introduced a paper setting out policy and current practice with regard to Central Committee membership and raising some questions which had arisen. He also presented proposals regarding the membership of commissions and working groups and for the Assembly Planning Committee. Mr Koshy said that in recent years public issues had been dealt with through the Unit II Committee; new procedures were now proposed, including the appointment by Central Committee of a Public Issues Committee. The General Secretary asked the Nominations Sub-committee to consider the names suggested for membership of the Public Issues Committee.

Recommendations on appointments and contract extensions would be before the Staffing Sub-committee. In addition, they would need to discuss procedures for the renewal/non-renewal of contracts and the review of the Maximum Years of Service rule. Mr Coïdan introduced the documents on these two items. He stressed that decisions about renewal or non-renewal of contracts should be taken as part of a continuous review of staff performance and that the officers of the relevant commission or working group should be involved in such decisions.

All the documents were referred to the Sub-committee on Staffing and Nominations. It was noted that the proposed procedures for the election of the General Secretary of the WCC would be discussed in a plenary session.

C. Finance Sub-committee

Mr Coïdan said that, in addition to the normal finance business, the Sub-committee would have before it a proposal for the Visser 't Hooft Endowment Fund for ecumenical leadership development and a proposal from the PCR Commission for additions to the criteria for banks doing business in South Africa. If adopted, these additional criteria would be distributed to the Central Committee, together with the former criteria, for information.

6. REVIEW OF CENTRAL COMMITTEE PROGRAMME

A draft programme, slightly revised since the Executive meeting in Reykjavik, was circulated. Dr Tolen asked whether regional meetings could be held earlier in the programme in order to provide input to the Unit and Central Committees. After discussion, it was agreed to propose to Central Committee that regional meetings and the first closed session be transposed.

7. PUBLIC ISSUES

Mr Koshy said that, after staff discussion, it was proposed that the Central Committee make statements on two issues: nuclear disarmament and Southern Africa. He presented notes for background information on these issues.

In discussion, Archbishop Kirill underlined the importance of a statement on disarmament at this particular time. The meeting in Reykjavik between Secretary-General Gorbachev and President Reagan, where some preliminary agreements were reached, marked a turning point in the development of dialogue between the USA and USSR. However, violations of the SALT II Treaty were dangerous and if the USA were to carry out new nuclear tests the USSR would resume its own tests and the hope raised by its moratorium would disappear. Dr Bührig agreed on the need for a statement dealing with the concrete issues outlined in the note and asked how the churches could be helped to follow up such statements in their own countries. Metropolitan Antonie asked that the statement deal also with the arms race in conventional weapons which were being used in many wars around the world today.

Dr McCloud welcomed the proposed statement on Southern Africa but raised the ethical problem of the violent methods used by some liberation movements to oppose state-organized violence. Dr Tolen pointed out that some leaders of liberation movements had spoken about actions which were not ethically acceptable. Mr Koshy said this would be one of the issues to be discussed at the forthcoming PCR meeting between churches and liberation movements. Mr Voksoe said that in dealing with the situation in Southern Africa the WCC should also address the member churches in South Africa. Dr Held asked that the concerns of the churches in Namibia also be considered.

It was agreed to propose to Central committee the following new procedures for dealing with public issues:

- a. The Executive Committee will recommend the issues on which Central Committee may make public statements.
- b. The General Secretary will present to the Central Committee the recommendations from the Executive Committee also indicating some of the considerations.
- c. The Central Committee will appoint a Public Issues Committee (on the basis of nominations by the Executive Committee) to draft the statements.

- d. The Public Issues Committee will meet preferably during times other than those of the Unit Committees.
- e. The draft statements will first be presented to the Unit II Committee and the comments will be taken into account by the Public Issues Committee in amending/ revising the statements before presenting them at an early reporting session of the Central Committee.

8. PROCEDURES FOR THE ELECTION OF THE GENERAL SECRETARY OF THE WORLD COUNCIL OF CHURCHES

Dr Wilson referred to the discussion of the procedures at the Executive Committee meeting in Reykjavik (Minutes, pp. 29-30). She presented a revised paper prepared following further correspondence with Mr Ashmall and Metropolitan Gregorios and discussion by the Officers. She also presented a paper setting out the detailed rationale for the presentation of one or two names to the Central Committee, and a draft paper she had prepared on the election process.

The Moderator said the Officers had expressed the conviction that only one name should be presented by the Search Committee to the Central Committee. They proposed that the document, after reception by the Executive Committee, be presented to the Central Committee and passed immediately to the Committee on the General Secretariat. All Central Committee members would be free to pass their comments to the moderator of that Committee, which would bring a proposal for consideration in plenary.

There was a full discussion about the presentation of one or two names to the Central Committee. Dr Talbot said that, while the Executive Committee wanted the Central Committee to debate the issue fully, it also had a responsibility to express its own mind on the options. It was finally agreed, by 10 votes to 6, with 3 abstentions, to recommend that one name only be placed before Central Committee by the Search Committee. Dr Wilson was asked to prepare a revised document for presentation to Central Committee in accordance with the method proposed by the Officers, the document to include the rationale for the presentation of one or of two nominees (Appendix III).

9. REPORT OF THE PROGRAMME SUB-COMMITTEE

Dr Nababan presented the report.

A. Seventh Assembly

The Sub-committee endorsed proposals that the three-week period from 3 to 23 February 1991 be booked at the Australian National University and the National Exhibition Centre to provide for pre- and post-Assembly meetings as well as a two-week Assembly, probably from 7 to 20 February. It also endorsed the proposal that the number of official delegates from member churches be kept as low as possible but should not exceed 1000. The Sub-committee understood that the information and questions regarding the theme and style of the Assembly contained in the document should be discussed by the Central Committee.

The Sub-committee recommended that the schedule of preparations be revised as follows:

- 1987 January The Executive Committee recommends that this meeting of Central Committee decide on the dates and size of the Assembly and appoint an Assembly Planning Committee (APC). The Central Committee is also asked to "brainstorm" on the questions of the theme and style of the Assembly on the basis of the background paper.
- The APC would meet in 1987 to discuss the theme and the style in order to report to the Executive Committee in September 1987 and/or February 1988.
- 1987 September The Executive Committee will review (staff) proposals regarding the allocation of seats and, if the APC has been able to meet, receive a preliminary report on the theme and style.
- 1988 February The Executive Committee will receive a further report from the APC on theme and style and finalize recommendations regarding the allocation of seats for the Central Committee.
- The APC would have its second meeting in 1988 to finalize its recommendations to Central Committee on the theme, shape, style and related programme questions.
- 1988 August Central Committee will decide on the theme and style of the Assembly, agree to certain principles for the shape and programme, and decide on the allocation of seats.
- 1989 February The APC would meet just prior to the Executive Committee which would then review the planning to date. The Executive Committee would also appoint a Worship Committee.
- 1989 July Central Committee would review plans and make further recommendations to the APC regarding the programme of the Assembly.
- The APC would hold its fourth and the Worship Committee its first meeting later in this year.
- 1990 February The Executive Committee would review plans for the Assembly. It would also appoint a Preparation for Nominations Committee.
- The Worship Committee would meet twice in 1990.
- 1990 July The Executive Committee and APC would have a joint meeting, enlarged by an additional representative group of Central Committee members in order to finalize plans. The full Central Committee would not meet.
- 1991 February Seventh Assembly.

The Sub-committee proposed that the Executive Committee present the schedule of preparations to the Central Committee with the following note:

The Executive Committee, while endorsing the timetable proposed, noted that accepting this schedule would reverse the decision of the Central Committee in Buenos Aires to meet in 1990. However, several comments should be noted.

- 1) The Buenos Aires decision was taken before the site of the Assembly was chosen, and was based on the assumption that the Assembly would be held in July/August 1991. With the decision to meet in Canberra, it was understood that the Assembly should meet in January/February 1991.
- 2) Although not having a Central Committee meeting between July 1989 and the Assembly in February 1991 raises important questions, holding such a meeting in 1990 raises certain difficulties.
- 3) A Central Committee meeting six months before the Assembly would have little other business than to oversee Assembly preparations.
- 4) Financial and staff resources would be severely strained with too many world meetings in a short period of time: within a maximum of 14 months, there would be the JPIC Convocation, a Central Committee meeting, the global youth event and the Assembly.
- 5) In addition, having accepted the invitations of the Evangelical Church in Germany for the Central Committee to meet in Hannover in August 1988 and of the Russian Orthodox Church to meet in Moscow in July 1989, it does not appear feasible to change the dates of these two scheduled meetings.
- 6) A joint meeting of the Executive Committee and the Assembly Planning Committee (total about 40 persons) in July 1990 could be enlarged by inviting a group of additional Central Committee members in order to have a meeting more fully representative of the Central Committee.

Mr Voksoe and Dr McCloud spoke of the strong desire of the Central Committee in Buenos Aires to have a meeting in 1990. The General Secretary felt it would not be appropriate to hold a Central Committee meeting six months before the Assembly but pointed out the juridical problems which would be raised by a joint meeting of the Executive Committee and Assembly Planning Committee with a group of Central Committee members, as proposed above.

After discussion, it was agreed:

- a) to revise the schedule of preparations for July 1990 as follows: "The Executive Committee and APC would both meet in order to finalize plans. The Central Committee would not meet.";
- b) to delete paragraph 6 of the comments above;

- c) with these amendments, to refer the Programme Sub-committee's recommendations regarding the Seventh Assembly to the Central Committee.

B. JPIC process

The Programme Sub-committee recommended that the JPIC world event (convocation) be held in 1990. It expressed a strong desire that the Roman Catholic Church and other churches participate fully in this world event. It recommended that the Executive Committee look into the matter of the exact time and venue of this event, after consulting with the other partners that will participate, and the nature of its relationship to the Seventh Assembly at its next meeting.

This was agreed.

C. Ecumenical Decade of Solidarity with Women

In view of the need for a long-term framework for addressing concerns and perspectives of women, the Sub-committee recommended that the Unit III Committee consider recommending that Central Committee launch an ecumenical decade of churches in solidarity with women, 1988-1998. Such a decade would facilitate the implementation of the Vancouver mandate that "the concerns and perspectives of women should become integral to the work of all WCC units and sub-units". It should focus on the situation of women in the churches as well as churches' participation in improving the conditions for women in society.

This was agreed.

D. Roman Catholic relations

Referring to the General Secretary's report, the Rev. Jacques Maury's letter, and previous recommendations concerning the appointment of a staff person to assist in monitoring relationships with the Roman Catholic Church (RCC), the Sub-committee recommended:

- a) that a full discussion of the issue of WCC/RCC relations take place at the Atlanta Executive Committee meeting, with the expectation that the findings would be communicated to the Central Committee;
- b) that the General Secretary provide for a thorough preparation of such discussion of all major aspects and concerns regarding WCC/RCC relationships as stated in the present meeting;
- c) that in the light of this assessment, potential staffing be considered again.

The Executive Committee accepted the recommendations.

E. Programme to Combat Racism

The Sub-committee recommended that the report on dialogue between the Southern African liberation movements (ANC, PAC and SWAPO) and the churches be received and that the Executive

Committee encourage the implementation of PCR's plans for the meeting in Lusaka, 4-8 May 1988.

This was agreed.

F. World Consultation on Resource Sharing

The Sub-committee recommended that the Executive Committee receive the report on the planning of the World Consultation on Resource Sharing and approve the proposals concerning the number of participants (155), the venue (El Escorial, Spain) and the budget.

This was agreed.

G. Adult Basic Education

The Sub-committee had considered the report of the Working Group on Education on the findings of an Evaluation which had been done on the Adult Basic Education Programme. In light of the positive findings of the Evaluation and their endorsement by the Working Group, the Programme Sub-committee made the following recommendations to the Executive Committee:

- a) that the Adult Basic Education Programme be affirmed as a WCC programme in accordance with the mandate given by the Central Committee in Dresden, GDR, in 1981;
- b) that the Sub-unit on Education enunciate the theological basis of adult education work;
- c) that the Central Committee create an executive staff position for adult basic education with a full-time secretary;
- d) that there be collaboration with other sub-units about the possible need for additional staff to carry out the Adult Basic Education Programme;
- e) that adequate funding be sought from the churches to ensure the viability of the programme.

The Executive Committee accepted the recommendations.

H. Christian-Marxist relations

On the recommendation of the Sub-committee regarding a programme on Christian-Marxist relations, the Executive Committee agreed:

- a) to note that the Dialogue Sub-unit is not in a position to begin such a programme because of the lack of staff and financial support;
- b) to request that CCPD, in collaboration with Dialogue, facilitate two events (consultations) in the coming years that would bring together Christians and Marxists. The evaluation of these experiences, as well as practical cooperation taking place between Christians and Marxists in several areas, would facilitate consideration of a sustained programme in the future.

- c) to request that CCPD, in collaboration with Dialogue, bring a profile of these events and what it is hoped to achieve to the next meeting of the Executive Committee. Throughout this process there should be consultation with member churches and constituencies of the WCC, as well as with competent and interested individuals on past and present experience in such relationships; new perspectives on Christian-Marxist relations; the variety of situations and the method of approach that these situations warrant.

The Executive Committee received the report of the Programme Sub-committee and accepted its recommendations.

10. REPORT OF THE FINANCE SUB-COMMITTEE

Dr McCloud presented the report of the Finance Sub-committee as follows:

1. 1986 outcome

The Committee has already been informed of the main points of the 1986 estimated year-end results in the preliminary report of the Finance Committee Moderator. The detailed information will be presented to the Finance Committee of the Central Committee.

2. 1987 budget

Information was received by the Sub-committee on the most recent estimated income and expenditure for 1987, taking into account the decisions made by the Executive Committee in Reykjavik.

The forecasts show real improvement of the situation due to better than expected results at the end of 1986, and to slightly better income level forecasts in spite of the drop of most major currencies vis-à-vis the Swiss franc.

While the CICARWS situation has improved, major fund raising efforts will be needed for all of Unit II, and now for CWME which will also have to limit its actual expenditure level to 95% of the approved budget, in line with the decision of the Executive Committee last September.

The action of this Committee on the 1987 budget will be reported to the Finance Committee of the Central Committee for endorsement.

3. 1988 preliminary budget

A preliminary budget for 1988 was presented to the Sub-committee and was referred to the Central Committee.

4. Investment Advisory Group membership

Mr John Strawson is retiring from his position at the International Labour Office and is resigning from the Investment Advisory Group. It is proposed to appoint Mr Julian Finn

who is responsible for all treasury management and short-term investment functions in the ILO.

The Executive Committee accepted the recommendation.

Two other positions are still vacant. It is proposed that when suitable candidates, who should include a woman, are found, their appointment be made by Executive Committee mail vote.

This was agreed.

5. Appointment of auditors

Subject to the agreement of the Audit Committee, it is recommended that Ernst & Whinney be appointed as auditors for the 1987 financial year.

This was agreed.

6. Central Committee flexibility in allocating interest earned on General Reserves and the WCC General Endowment Fund

Following the decisions taken by the Executive Committee in March and September 1986 regarding the Central Committee request "to increase the Central Committee's flexibility in allocating available (i.e. undesignated) funds", the Sub-committee received proposals as to the procedures to be followed to allocate such funds.

After discussion, the Sub-committee recommends that the Executive Committee adopt the following procedures by which decisions can be made to allocate the interest from the General, Emergency and Exchange Fluctuation Reserves:

a) One_half_within_the_regular_budget_process

One half of the interest from reserves may be allocated within the regular budget process.

Applications may be received from sub-units for activities that are within the programme approved by their respective commission or working group. Such applications will be coordinated and screened according to the appended criteria (Appendix IV) by the Unit Staff Moderators or, in the case of the General Secretariat related entities, by the Assistant General Secretary, and presented, in order of priority, to the Staff Finance Policy Group, which will report to the Staff Executive Group. After discussion in SEG, the General Secretary will report to the Finance Committee through the budget presentation.

The Finance Committee, in recommending the budget for Central Committee approval, will identify those specific proposals to be funded by this source of income.

b) One_half_outside_the_regular_budget_process

One half of the interest from Reserves may be allocated outside the regular budget process.

The Unit and General Secretariat Committees may make proposals through their Moderators to the General Secretary. A Vice-

Moderator of Central Committee will convene a special group including the General Secretary, the Committee Moderators, the Unit Staff Moderators and the Moderator of the Finance Committee, to screen the requests to ensure:

- that they correspond to programmes that are within the Central Committee priorities;
- that they correspond to the appended criteria;
- that their cost is compatible with the amount of funds available. If this is not the case, the group will set an order of priority.

The Vice-Moderator will then make these proposals to the Central Committee.

The Executive Committee accepted the recommendation.

The Sub-committee further recommends that the interest earned on the WCC General Endowment Fund be added to the interest available under b) above.

The Executive Committee accepted the recommendation.

The Sub-committee finally recommends that the Executive Committee:

- request the Central Committee to rescind its July 1981 decision requiring that sub-units set aside additional funds for the Emergency Reserve on an annual basis, with the understanding that the Executive Committee will periodically review the level of the Emergency Reserve and the need for further transfers;
- approve the above procedures;
- report its decisions to the Central Committee on the increase of its flexibility in the use of undesignated funds.

The Executive Committee accepted the recommendation.

For information of the Executive Committee: if all of the above proposals are approved, including the Central Committee action on the Emergency Reserve, the amount of funds available to be allocated outside the regular budget process in 1987 is approximately Sfr. 225,000.

7. Financial implications of staff appointments

All of the staff appointments proposed by the Sub-committee on Staffing correspond to positions that are within the approved budget.

8. Banks doing business in South Africa

The members of the Executive Committee have received a proposal to add three new criteria to the list adopted by the Executive in 1981. These additional criteria represent an effort to adapt our own policy to the present situation.

The Finance Sub-committee has discussed these criteria and

received information on the reaction of the constituency it had asked the staff to consult. All responses have been positive and supportive.

The Finance Sub-committee therefore recommends that the Executive Committee adopt the following additional criteria as guidelines to the selection and use of banking deposit facilities and the continuation of banking relationships by the WCC:

- a) Since the introduction of the constitutional changes in South Africa in 1984, bank continues to make loans to the private sector, to the parastatal corporations and/or interbank loans to banks in South Africa

This refers to banks which make loans to private companies and parastatal (state-controlled) corporations. Since the beginning of the 1980s the volume of such loans has snowballed. Interbank loans are direct financial transactions between an overseas international bank and a South African bank. The maintenance of a 'correspondent bank' relationship with a South African bank enables it to extend lines of credit and to make interbank loans. As banks were forced to reduce their visibility of lending to South Africa these loans became an important supplement to direct loans to the South African government and its institutions. The new constitution excludes the African majority population and its introduction marks the acceleration of the resistance to apartheid to unprecedented heights.

- b) Bank makes loans to the Bantustans of South Africa

The Bantustans represent one of the main cornerstones of the apartheid system. No country in the world recognizes them.

- c) Bank is involved in commercial/financial activities in Namibia

In 1971, the International Court of Justice ruled that South Africa's continued presence in Namibia is illegal. Any financial assistance to either its public or private sectors signifies a recognition of the occupational forces and defies established UN positions.

Relationships with banks may be continued if they have publicly stated a policy of no further loans to the public or private sector in South Africa, to the Bantustans and to Namibia, and openly maintain such a policy.

The Executive Committee accepted the recommendation.

The Finance Sub-committee further recommends that, on this occasion, the Executive Committee request the Unit II Committee to consider a message to the churches by the Central Committee to include the following points:

The WCC commends the activities of numerous member churches, church organizations and individual Christians who are actively involved in campaigns of divestment and withdrawal as an expression of their opposition to apartheid and that lead to companies disinvesting from South Africa and Namibia.

The WCC calls on the churches to continue and intensify their efforts and

- to make public the banks' involvement in South Africa and Namibia;
- to challenge and to put pressure on these banks in order to obtain assurances that they stop any new loans, credit or any other form of assistance to the government of apartheid South Africa, its institutions, private banks and the rest of the private sector in South Africa as well as to the public and private sectors in Namibia until such time as the apartheid system has been abolished and Namibia has achieved genuine independence.

The WCC calls on the churches and other organizations to particularly support the campaign concerning the forthcoming re-scheduling meeting in April 1987, asking the banks to respond to the call of the SACC to make a rescheduling of South Africa's debt dependent on the resignation of the Botha government.

The Finance Sub-committee finally recommends that the Executive Committee direct staff to initiate correspondence with the banks the WCC now does business with, in order to ask them how they meet these criteria and what their policy is regarding such activities of their bank as might be affected by the three additional criteria, and to report on the findings of such enquiries to the Executive Committee in September.

The Executive Committee accepted the recommendations.

9. Expansion of the Ecumenical Centre

The Sub-committee received a progress report on the advancement of the expansion of the Ecumenical Centre. The new wing will be ready in April 1987 although some offices will be made available as from the end of the month of February.

A dedication ceremony and a visit of the new wing, to be called Salève, will take place during this coming meeting of the Central Committee.

The final cost of the construction will be known in the third quarter of 1987. At this time, the estimated cost of the expansion is Sfr. 5.4 million. This is 5.5 percent higher than the estimated cost presented to the Executive Committee in July 1985, before the start of the construction.

The Finance Sub-committee recommends that the Executive Committee authorize the expenses for the new wing on the basis of the above revised estimate.

The Executive Committee accepted the recommendation.

A report on the construction will be brought to the Central Committee.

10. Special Funding report

- a) The Sub-committee received a final report regarding International Youth Year (IYY) events, noting that it will not be

necessary to use operating funds of the Council as previously authorized. IYY was removed from the Special Funding category.

b) World conferences and consultations: The Sub-committee received a final report regarding the National Councils of Churches Consultation held in October 1986 and noted that income received to date seems adequate to cover the remaining items. The item was removed from the Special Funding category.

c) World Consultation on Resource Sharing: The Sub-committee was advised that the Programme Sub-committee was considering a World Consultation proposal with a revised budget of Sfr. 450,320, of which Sfr. 420,000 would need to be covered by Special Funding. Assuming that the Executive Committee approves the programme plans in the proposal before it, the Sub-committee on Finance recommends that the Executive Committee increase the Special Funding authorization from Sfr. 385,000 to Sfr. 420,000. In view of the fact that no funds exist to cover a deficit, like all other programmes covered by Special Funding authorization, this programme is authorized to spend only those funds which are actually received.

The Executive Committee accepted the recommendation.

d) Seventh Assembly funding: In October 1986, a preliminary survey was sent to all member churches requesting information on plans to provide support for delegate participation in the Seventh Assembly, as well as plans to fund the Assembly budget itself. As most churches which have responded indicate the utility of having specific askings as soon as possible, the majority of askings will be sent during the second quarter of 1987, to assist churches which have restrictive financial situations and/or long-term budget processes to consider their contribution in specific terms. However, more than ninety members of the Central Committee are from churches which have not yet responded to this questionnaire, making it difficult to assess the level of overall askings. It is important to encourage all churches to respond with information both about planned support of their own delegates and the timing for requests. The Sub-committee instructed that a letter be given to each member of the Central Committee whose church has not yet responded to the survey, reminding them of the World Council policy that churches are expected to support their own delegations to the Assembly, and encouraging their assistance in ensuring their church response so that adequate preparations can be made for the funding of the Seventh Assembly.

11. Other contributions

The Sub-committee received a report on the survey of Council membership regarding other than financial contributions which have been made to the work of the World Council of Churches in 1986, including personnel, hospitality, external travel, information, material aid and other. As a further step in the process of identifying and acknowledging such contributions, the Sub-committee recommends to the Executive Committee that such contributions be included in the 1986 annual financial report, following review by the Audit Committee.

The Executive Committee accepted the recommendation.

12. Visser 't Hooft Endowment Fund for Ecumenical Leadership Development

The Sub-committee received the document on the proposed Visser 't Hooft Endowment Fund from the Executive Committee for consideration and recommends the following amendments to the text:

a) That paragraph 3 read as follows:

"3. The Board of the Fund will be comprised of up to eight persons, six of whom will be appointed by the WCC Executive Committee, including one who will be named as a representative by the Visser 't Hooft family. Up to two further members may be coopted by those appointed by the Executive Committee. Board members will be appointed for a period of up to four years, with eligibility for reappointment for one further term. Not more than two members should be replaced in any one year except to fill a vacancy. Members of the Board shall be creative persons of the highest calibre who are committed to the ecumenical movement and to the purpose of the Fund. The General Secretary of the WCC will appoint up to two WCC staff to serve the Board as consultants."

b) That paragraph 6 read as follows:

"6. The aim of the Fund can be altered, and the fund terminated if necessary, only by consent of the Central Committee of the WCC on recommendation of the Board. In the event of termination, any residual monies in the Fund would redound to the WCC for use according to the aim of the Fund."

c) That the final recommendation read as follows:

"It is recommended that the Central Committee approve this proposal and commend this endeavour and its success to the churches and the public for the strengthening of the ecumenical movement in the future."

The Executive Committee accepted the amendments.

With the adoption of the amendments to the proposal as noted above, the Sub-committee recommends that the proposal for a Visser 't Hooft Endowment Fund be forwarded to the Central Committee for approval.

The Executive Committee accepted the recommendation.

13. Budget, Visser 't Hooft Endowment

The Sub-committee, in light of its recommendations above regarding the proposed Visser 't Hooft Endowment Fund, reviewed a one-year development budget for the Fund totalling Sfr. 51,100. As indicated in the document on the proposed Endowment Fund, this budget would be financed by the World Council of Churches, becoming a liability of the Visser 't Hooft Fund for eventual repayment. It is recommended that the Executive Committee approve the financing of the budget in this amount.

The Executive Committee accepted the recommendation.

14. Government funds

The Sub-committee received a report on government funding of WCC programmes, totalling approximately Sfr. 3.8 million of budget-linked income expected in 1987. It was noted that in the process of negotiating this support over recent years in support of WCC programmes and priorities and in line with stated policy, the Council had developed a set of "Special Conditions" which replace the standard audit and reporting clauses in most government contracts which violate both WCC policy and Swiss law. These have now been accepted by ICCO (Netherlands), EZE (Federal Republic of Germany), CIDA (Canada) and SIDA (Sweden). Other non-governmental agencies and church-related bodies have contacted the WCC after learning about these special conditions for use in their own contracts with government and there is reason to think that others will do the same.

The Sub-committee also received information regarding negotiations with one major government donor which resulted in a change of their policy regarding scholarships programmes, a subsequent increase in funds being made available to the WCC Scholarships Programme. This item of information is shared for the general interest of the Executive Committee as part of periodic reporting on the use of government funds, and should be seen as an example of positive influence on government policy which sustained dialogue can have.

The Executive Committee received the report of the Finance Sub-committee and accepted its recommendations.

Mr Ariarajah referred to the 5% cuts in sub-units expenditure in the 1987 budget and asked whether the financial situation might be reviewed and the possibility of restoring the cuts considered earlier than the September Executive Committee. It was agreed that the Officers would review the situation at their next meeting.

11. STAFFING MATTERS

A. Procedures for the renewal/non-renewal of contracts

Dr Talbot introduced the proposed procedures which had been drafted by an ad hoc staff group and discussed by the Staffing Sub-committee. The Sub-committee recommended that the procedures be implemented.

In discussion, questions were asked for clarification and some amendments made. Dr Love urged that commission officers be given time to consider their proposals well before a decision is taken by the Executive or Central Committee. It was noted that for financial and other reasons this might not always be possible but it was agreed to add a sentence expressing this concern.

The Executive Committee adopted the procedures (Appendix V).

Dr Love asked if the General Secretary would write to all officers of commissions and working groups, informing them of the procedures and their responsibilities. This was agreed.

B. Maximum Years of Service Rule

Dr Talbot introduced a review of the Maximum Years of Service Rule. It set out the background of the rule, statistical data, a summary of actions already taken by the Executive Committee and a recommendation to Central Committee setting out two possible future courses of action: abolition of the rule with the understanding that the contract system and performance appraisal system would remain unchanged; amendment of the rule by recognizing various factors.

The Staffing Sub-committee, having reviewed the document expressed the wish that a paragraph be added to the first page affirming a positive aspect of the Maximum Years of Service Rule, namely that the rule had raised the awareness of the fact that when a person is appointed to the staff of the WCC it is for a limited period. In this way the benefits of international ecumenical experience could be shared by staff returning to member churches. This was agreed.

The Sub-committee, having considered the results of the study, that have both positive and negative aspects, therefore recommended that the application of the Maximum Years of Service Rule be suspended and the instruments adopted by the Executive Committee (procedures of recruitment, staff balances, renewal and non-renewal of contracts) be evaluated as to their efficiency after an appropriate period of time.

In discussion, Mr Ashmall said the review of the rule was incomplete in certain respects, for example the ecumenical memory did not belong only to staff. He also felt that the rule should be kept until the new procedures for performance appraisal and renewal/non-renewal of contracts were seen to be working satisfactorily. Mr Bena Silu spoke against retaining the rule which he felt was not serving the best interests of the WCC. Dr Tolen said that the number of exceptions to the rule had already made it obsolete; what was needed was honesty and sensitivity in making decisions about staffing.

The proposal of the Sub-committee that the application of the rule be suspended was put to the vote and defeated.

Mr Ashmall proposed that the Maximum Years of Service Rule be retained until such time as an evaluation had been made of the new processes. Mr Coïdan said that the difficulty of distinguishing between the effects of the rule and of the new processes would make it hard to assess the efficiency of the new tools.

Mr Ashmall's motion was put to the vote and accepted by 13 votes in favour, one against and two abstentions. Mr Bena Silu asked that his negative vote be recorded.

Dr McCloud moved that the document on the review of the Maximum Years of Service Rule, as amended, be presented to Central Committee without the statistical attachments, and that the motion just passed should be included as a third option, expressing the opinion of the Executive Committee. This was agreed.

12. REPORT OF THE NOMINATIONS SUB-COMMITTEE

A. Public Issues Committee

Dr Talbot reported that the Sub-committee proposed that the following members of the Central Committee be recommended for membership of the Public Issues Committee: Dr Wilson (moderator), Dr Buevski, Ms Gcabashe, Archbishop Keshishian, Dr Kruse, Bishop Okullu and Mr Sabug. It was also proposed that the following be appointed as advisers to the Committee: Dr Boer, Ms Justice Jiagge, Mr Moon Kyu Kang and Dr McMaster.

The Executive Committee agreed to make the recommendations to Central Committee.

B. Central Committee membership

Dr Talbot reported as follows:

a) The Sub-committee considered the issues of Central Committee membership which had been raised. It re-affirmed that, since Central Committee members are elected by the Assembly with the consent of their church, the church retains the right to state that a given Central Committee member should no longer represent the church on Central Committee. In such a case, it is normally expected that the Central Committee member would resign (as may happen in other cases on the member's own initiative for personal reasons).

In cases where no resignation is received, the General Secretary will consult with the church and the member regarding the situation and report to the Executive Committee. According to the WCC Rules, the member's church will be consulted regarding an eventual replacement, although the Central Committee retains the authority to elect new members on recommendation of the Executive Committee.

This understanding should be considered an internal procedure and does not require an amendment to the Rules.

Dr McCloud stressed that the departure of a member of Central Committee does not guarantee replacement by someone from the same church. Mr Ashmall agreed, but reminded the Executive that balance in the representation of churches was achieved after a long and difficult process. The General Secretary said that in practice members were generally replaced by someone from the same church, but that the church had no inherent right to the place.

The Executive Committee accepted the comments of the Nominations Sub-committee.

b) The Sub-committee recommended that, following consultation with the churches concerned, the Rev. Ana Enriqueta Chavez (Pentecostal Church of Chile) be elected by Central Committee to replace Ms Marta Palma (Pentecostal Mission Church, Chile).

Metropolitan Vassilios of Caesarea (Greek Orthodox Patriarchate of Jerusalem) had resigned as a member of Central Committee for personal reasons. The Sub-committee recommended that, follow-

ing consultation with his church, Archimandrite Theophilos Giannopoulos be elected as a member of Central Committee to replace Metropolitan Vassilios.

The Executive Committee agreed to make these recommendations to the Central Committee.

C. Visser 't Hooft Endowment Board

The Nominations Sub-committee recommended and the Executive Committee agreed:

a) that the following six persons be appointed to the Board:

Rev. Dr Philip A. Potter, Methodist Church in the
Caribbean and the Americas, Dominica
Mr Tarek Mitri, Greek Orthodox Church, Lebanon
Ms Sithembiso Nyoni, Church of Christ, Zimbabwe
Ms Christine Ledger, Anglican Church of Australia
Archbishop Iakovos, Greek Orthodox Diocese of
North America
Prof. Hans Visser 't Hooft, Netherlands Reformed Church

b) that, in the event of any of the above not being available, an appropriate substitute be approached from the following:

Rev. Robert Anderson, Church of Scotland
Ms Marie Assaad, Coptic Orthodox Church, Egypt
Dame R. Nita Barrow, Methodist Church in the
Caribbean and the Americas, Barbados
Prof. José Miguez-Bonino, Methodist Church of Argentina
Ms June Rodriguez, United Church of Christ in the
Philippines
Rev. Juan Sepulveda, Pentecostal Mission Church, Chile
Very Rev. Prof. John Meyendorff, Orthodox Church in
America

It was agreed that names of other possible substitutes might be forwarded to the General Secretary.

D. Assembly Planning Committee (APC)

Dr Talbot presented a first provisional list of membership of the APC. A number of comments were made about balances and some substitute names were proposed. It was agreed that regional groups meeting during Central Committee might discuss the matter informally and suggest possible names. Dr Tolen and Dr McCloud proposed that, since the Executive Committee would in any case have major involvement in the planning of the Assembly, the APC should be composed of members of the Central Committee other than Executive Committee members, with the exception of Ms Skuse who would be a member ex officio as a representative of the host country. This was agreed. It was generally felt that the APC should consist of 16 persons but that it might be necessary to increase the number in order to include someone from New Zealand. It was agreed to discuss the question again at a meeting of the Executive during Central Committee.

E. Membership of Commissions and Working Groups

The Nominations Sub-committee considered the list of persons who, owing to resignation or inability to participate in the work of their commission or working group, needed to be replaced. Dr Talbot presented the names proposed for nomination to the Central Committee to fill the vacancies. The Executive Committee agreed to nominate the persons proposed.

F. Application for affiliation

It was agreed to recommend to the Central Committee that the National Council of Christian Churches of Brazil (CONIC) be accepted as an associate council of the WCC.

G. Appointment of Executive Committee

In a closed session, it was agreed to recommend to the Central Committee that the present members of the Executive Committee be re-elected.

13. EVALUATION OF THE EXECUTIVE COMMITTEE MEETING

The Moderator invited comments on the meeting. Ms Skuse spoke of the need to use inclusive language in worship. She also asked that more attention be given to the order of business. Controversial matters should not be left to the end of the meeting when there was no time for adequate debate. Dr Wilson suggested that names for nomination to committees be presented as early as possible.

14. FUTURE MEETINGS

Details of Executive Committee meetings (dates inclusive of day of arrival and departure) up to the Seventh Assembly are as follows:

1987	18-27 September	Atlanta, USA
1988	6-12 March	Istanbul, Turkey ?
	7-10 August	Hannover, FRG
1989	12-18 February	Bucharest, Romania ?
	12-15 July	Moscow, USSR
1990	March *	Geneva
	July	Geneva

- * The meeting originally scheduled for 12-18 February will have to be changed in view of the later decision of the Central Committee to meet in March 1990.

ATTENDANCE

PRESENT

- Presidents: Dr Marga Bührig
Bishop Dr Johannes W. Hempel
Patriarch Ignatios IV of Antioch and All the East
Very Rev. Dr Lois M. Wilson
- Officers: Rev. Dr Heinz Joachim Held (Moderator)
Dr Sylvia Ross Talbot (Vice-Moderator)
Rev. Dr Emilio Castro (General Secretary)
- Members: Metropolitan Antonie of Transsylvania
Mr Harry A. Ashmall
Archbishop Athanasios of Beni Souef
Mr Bena-Silu
Rev. Puafitu Faa'alo
Ms Joyce Kadu
Archbishop Kirill of Smolensk
Dr Janice Love
Rev. Dr J. Oscar McCloud
Rev. Dr Soritua A.E. Nababan
Rev. Meinrad Piske
Ms Jean Skuse
Dr Aaron Tolen
Bishop Dr Karoly Toth
Mr Per Voksoe
- Consultants: Very Rev. Dr Alan A. Brash
Grand Protopresbyter Georges Tsetsis
Bishop Sergei of Solnechogorsk
- Staff: Rev. Dr Samuel Amirtham
Rev. S. Wesley Ariarajah
Dr Anwar M. Barkat
Mr Huibert van Beek
Ms Midge Béguin-Austin
Rev. Jacques Blanc
Prof, Ion Bria
Rev. Joan Campbell
Mr Patrick Coïdan
Mr Trevor Davies
Rev. Dr Günther Gassmann
Prof. Dr Adriaan Geense
Rev. Dr David Gosling
Rev. Anna-Karin Hammar
Mr Jan Kok
Mr Ninan Koshy
Dr Preman Niles
Rev. Clifford Payne
Rev. William A. Perkins
Dr Klaus Poser

Staff (cont.): Dr Eric Ram
Dr Ghassan Rubeiz
Prof. Todor Sabev
Rev. Carlos Sintado
Ms Ruth Sovik
Rev. Dr Eugene Stockwell

Interpreters: Mr Sergei G. Gordeev
Ms Renate Sbeghen
Ms Ursula Zierl

Minute writer: Ms Auriol Burrows

APOLOGIES

Presidents: Dr R. Nita Barrow
Metropolitan Dr Paulos Mar Gregorios
Most Rev. W.P. Khotso Makhulu

Officer: Metropolitan Chrysostomos of Myra

Member: Ms Annathaie Abayasekera

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

SUB-COMMITTEE ON PROGRAMME

Rev. Dr Soritua A.E. Nababan (Acting Moderator)
Metropolitan Chrysostomos (Moderator, not present)
Bishop Dr Johannes W. Hempel
Patriarch Ignatios IV
Ms Joyce Kaddu
Dr Janice Love
Rev. Meinrad Piske
Dr Aaron Tolen
Bishop Karoly Toth

SUB-COMMITTEE ON FINANCE

Rev. Dr J. Oscar McCloud (Moderator)
Mr Harry A. Ashmall
Mr Bena-Silu
Rev. Puafitu Faa'alo
Metropolitan Dr Paulos Mar Gregorios (not present)
Ms Jean Skuse
Mr Per Voksoe
Very Rev. Dr Lois M. Wilson

SUB-COMMITTEE ON STAFFING AND NOMINATIONS

Dr Sylvia Ross Talbot (Moderator)
Ms Annathaie Abayasekera (not present)
Archbishop Athanasios
Dame R. Nita Barrow (not present)
Dr Marga Bührig
Archbishop Kirill
Archbishop W.P.K. Makhulu (not present)

PROPOSED PROCEDURES TO ELECT THE GENERAL SECRETARY OF THE WCC

Rationale for presentation of one or of two nominees

- 1) WCC member churches have a variety of practices by which they choose their chief executive officer. The particular tradition or procedure of one country or church may not necessarily be appropriate to an international, ecumenical body like the WCC. The Council therefore should adopt its own procedures based on its own traditions and style.
- 2) Since the full nominating procedures will have been approved by Central Committee at the beginning, it should therefore feel full ownership of the process. Having elected the Search Committee and its moderator by open ballot and entrusted responsibility to it, it is assumed that Central Committee will have confidence in the Search Committee and in its recommendation.
- 3) It is proposed by the Executive that one name only be placed before Central Committee by the Search Committee for General Secretary, with the following rationale:
 - a) It has been the traditional practice of the WCC since its inception to propose one name only for the office of General Secretary.
 - b) Central Committee will not have had access to the interviewing proceedings and findings, and therefore will not be aware of the confidential and sensitive discussions it has mandated to the Search Committee on its behalf.
 - c) The presentation of one name only may help spare the WCC from the dangers of campaign speeches, popularity contests, political pressures on members and overt influence of large delegations.
 - d) Some persons who are candidates for General Secretary may be unwilling to enter a competitive open election, since their whole church tradition does not allow or encourage open competition.

To assist the Central Committee in its decision as to whether one or two names shall be presented in nomination, the following rationale for two names is offered:

- a) Having two names before them, members of Central Committee will be able to exercise their choice in deciding who is the better candidate. With only one name, the only option is to vote for or against that one candidate. In practice, then, the proposal of one name only means that Central Committee is being asked to endorse the choice of the Search Committee.
- b) Two names allow members to weigh the merits of the candidates and to consult with appropriate bodies in terms of the final vote.
- c) Central Committee would like the election of candidate(s) to be as transparent and open as possible.

CRITERIA FOR ALLOCATION OF UNDESIGNATED FUNDS

BY CENTRAL COMMITTEE

The two measures taken by the Executive Committee are intended to respond to the Assembly's and the Central Committee's requests that undesignated funds be made available for new, short-term experimental programmes, the duration of which does not exceed two years, and that cannot otherwise be funded.

The criteria for the selection of such programmes are included in the above definition and are expanded hereafter:

1. New

It is the understanding of this criterion that such programmes as will be considered are new, in the sense that they have never been undertaken before, at least not by the World Council of Churches.

2. Short-term

This criterion implies that on-going activities of the WCC do not qualify for such funds. The text further states that the programmes have to be wound up and terminated within a period of two years from the actual allocation of undesignated funds to such a programme.

3. Experimental

This criterion suggests that applications can be made only for programmes that are seen to be a test, a pilot, an experiment. The nature of such a programme implies that the programme carrier accepts to be submitted at the end of the implementation to a full critical evaluation of the results of the programme. This evaluation process must be built in to the programme and not only include partners and/or direct participants or beneficiaries of the programme, but also members of the Unit Committee concerned.

4. That cannot otherwise be funded

This criterion indicates that no funds, either within current income budgeted for the year or within available fund balances, can be used for such proposed programmes or that such funds are inadequate.

This latter criterion also underlines the fact that such programmes would not qualify for a special funding authorization, the present level of which covers both the world meetings and consultations and the Seventh Assembly, a level that is already considered by the Finance and Executive Committees to be globally very ambitious.

PROCEDURES FOR THE RENEWAL/NON-RENEWAL OF CONTRACTS

1. The Performance Appraisal system introduced in 1980 is re-affirmed as being a valid system that includes self-appraisal, individual appraisal by the supervisor and a group appraisal on a regular basis (at present a minimum of 18 months). It is now envisaged:

i. that this be done on an annual basis in the future for all staff thus enabling a more regular updating of job descriptions, de-linking it from the 18-month step increase, and enhancing the normal working group and the persons in it;

ii. that the group appraisal be re-affirmed as part of the performance appraisal process and that training seminars be held for this purpose;

iii. that the performance appraisal results be part of a file to be looked at when a decision for contract renewal is being made;

iv. that a regular follow-up of recommendations for training or further development arising out of performance appraisal be provided for by the Personnel Office.

2. With regard to staff in grades 6 - 10, the Executive Committee has already agreed on the following:

i. that recommendations for contract renewals are made by the General Secretary in a similar way as new appointments;

ii. that the screening group for the appointment of Deputy and Assistant General Secretary positions shall consist of the General Secretary, the other Officers of the WCC, and the Moderator of the appropriate Unit or Finance Committee who will consult with the other Deputy General Secretaries;

iii. that for other posts in the General Secretariat, the WCC Officers will serve as the screening group;

iv. that for all other posts, a group consisting of the direct supervisor, the appropriate Deputy or Assistant General Secretary, in consultation with the Officers of the commission or working group concerned, will act as the screening group and establish the short list of candidates. For posts of sub-unit directors, the Moderator of the Unit will also participate in the process.

It is therefore understood that these same (screening) groups will also be the ones involved in proposing the renewal/non-renewal of staff contracts to the General Secretary.

3. The monitoring of staff and gathering of the information necessary for a proposal to renew or not must be a continuing process. The immediate supervisor, the Unit Staff Moderator and the Personnel Office will constantly be attentive and involved in the process, while the Officers of the commission or working group will be expected to review the contractual situation of all staff in grades 6 - 10 in their sub-units at least once a year. For this purpose it is desirable that the screening group be convened at least three months before the Executive and/or Central Committee meeting.

4. The first contract is usually for four years.

5. There may be a renewal for three years, which will be based primarily on the individual's performance and the programme needs of the Council.

6. Any further renewal could be made only after due consideration of the following additional factors:

- the needs of the sub-unit and of ongoing programmes (work or project nearing completion; emphasis changing, etc.);
- the needs of the constituency to which the sub-unit relates, and other needs of the Council;
- the individual's relationship to the sub-unit and to the rest of the Council;
- the individual's career interests and objectives;
- the departure and re-entry situation in the church and country of origin or return;
- the age of the individual, particularly in relation to the age of retirement in the country of origin and/or return;
- the family situation of the individual;
- the regional/confessional/gender balance needs of the Unit and the Council as a whole.

It is expected that these factors will have been considered by the responsible persons concerned before a full discussion about renewal is engaged with the individual staff member. The wishes of the individual need to be ascertained early in the process of reaching the decision. However, an extensive discussion between the group mentioned above and the staff member will only be necessary in cases of difficulty or doubt.

7. The following are some of the questions that need to be answered when any contract is to be renewed:

- what programmes have been developed or assisted by the individual concerned?
- does the individual have a vision for the work of the Council?

- how does this vision relate to the sub-unit and the Council?
- does the individual have a strategy to achieve that vision?
- how has the commitment to the vision and the Council been demonstrated?
- what cooperation in the team/sub-unit/Council has the individual provided or mobilized?
- what has the role of the individual been in staff development in the team/sub-unit/unit/Council?
- what results have been achieved?
- has the individual's competence and/or leadership grown since the beginning of the contract?
- what is the quality of the incumbent's relationships in the sub-unit/unit/house and the wider constituency?

8. Proposals for contract renewal or non-renewal are made to the General Secretary who will then present his/her recommendation to the Executive or Central Committee. The individual concerned should be informed of the recommendation being made prior to the meeting of the Executive or Central Committee.

